

PLEASE SLOW DOWN, MY MOMMY WORKS HERE!



SUPPORTING WOMEN IN THE SKILLED TRADES

Policy and Strategies to
Recruit, Retain and
Advance

Women in the
Construction Trades

A Presentation by
Chicago Women in Trades

History of Chicago Women in Trades (CWIT)

- Created by Tradeswomen Seeking Support and Connection
- From Potlucks to Picket Lines to Policy and Programs
- Mission: Economic Equity for Women through Access to High-Wage, High-skilled Jobs
- Sisters Helping Sisters
- Celebrating 25 Years

STRATEGIES

- Building the Pipeline: Awareness, Promotion and Prep to Women/ Girls
- Bridge Programs: Preparatory Training/ Job Placement for Adult Women
- Collaborating with Industry Partners to Ensure Equitable Worksite Conditions
- Creating Institutional Change in Vocational Education/ Workforce Development/Public Contracting

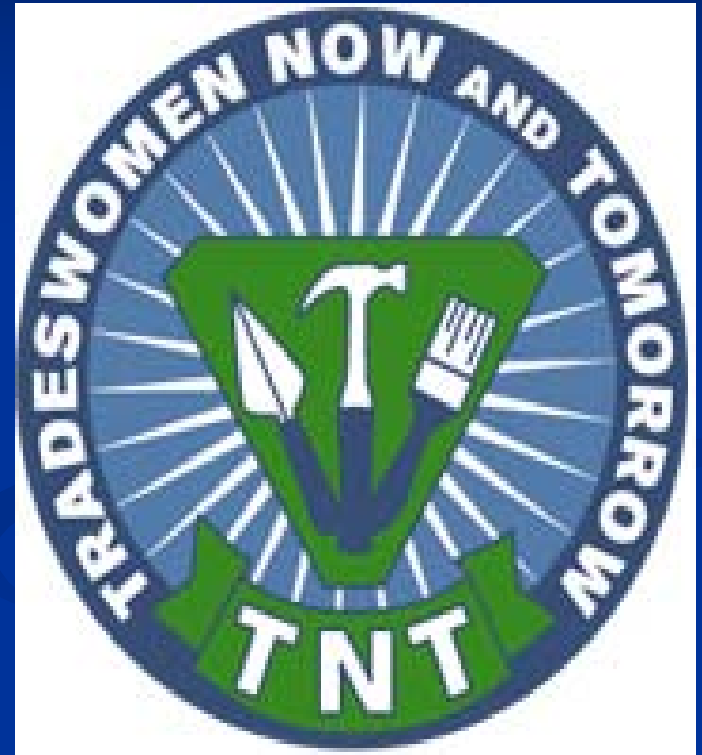
Programs and Initiatives



- Tradeswomen of Tomorrow: Girls at Work, 9th Grade Outreach, Aspiring Tradeswomen
- ACE-Tech: Construction Charter School
- Women in Skilled Trades (WIST)

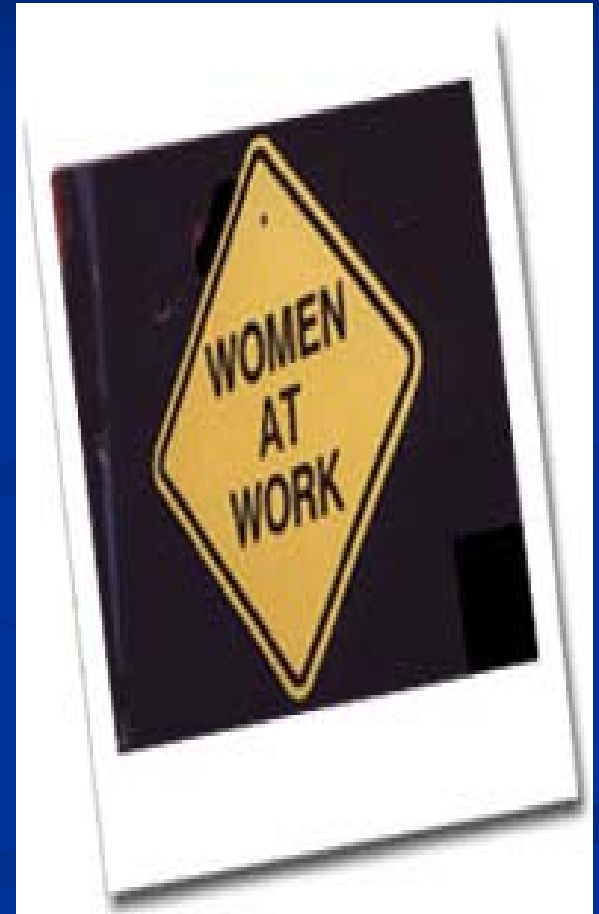
Programs and Initiatives

- Tradeswomen Now and Tomorrow
- Sisters in the Brotherhood, BCTD Women's Committees/Conferences
- Legislative Initiatives: PACT, WIA, TEA-21



RECOMMENDATIONS FOR EMPLOYER AND UNIONS

- Assure Female Friendly Jobsites
- Develop Sexual Harassment Prevention Policy and Program
- Provide Training for All Employees and Supervisory Personnel on Sexual Harassment Prevention
- Train Business Agents, Stewards on Providing Support to Women



RECOMMENDATIONS FOR EMPLOYER AND UNIONS

- Develop and Disseminate Gender Targeted Outreach Material
- Establish Women's Committees
- Develop Mentorship Programs
- Support Women's Leadership Development

FOR APPRENTICESHIP PROGRAMS

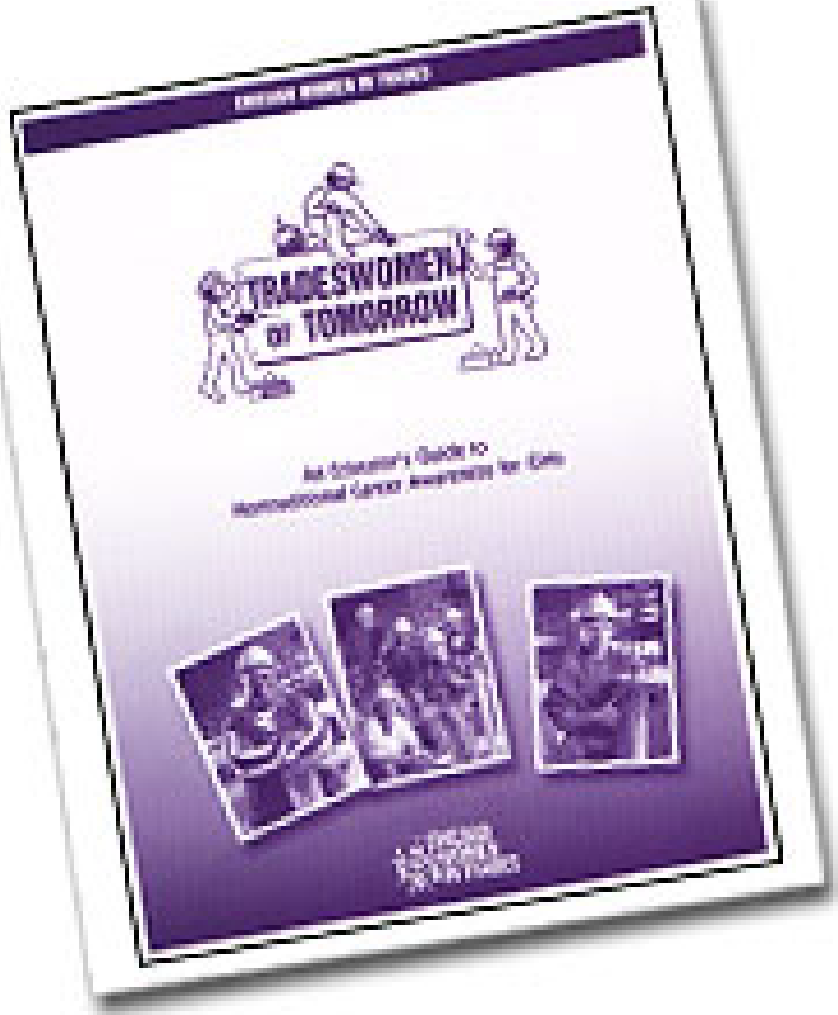
- Eliminate Restrictive Entrance Requirements and Procedures
- Assure Non-Biased Selection Criteria
- Train Teachers to Promote Equity in Class and on Jobsite
- Establish Mentorship Programs

OUTCOMES



- Increased Female Applicants and Rankings
- Women's Committees and Conferences in Unions
- Worksite 2000 Adopted on Construction Projects in Chicago and nationally
- Bid and Contract Language Utilized
- Legislative Models

Technical Assistance and Policy Strategies for Public Agencies



- Increased Visibility
- Publications to Support Replication
- Conduct In-Service Trainings to Increase Issue Awareness and Understanding
- Representation W/F and Development ETC Councils/Committees

Future Trends and Issues

- Addressing the Workforce Shortage with the Untapped Labor Force
- Creating Policy for Addressing the issues of Microinequities
- Advancing Women into Leadership Positions
- Progress in relation to other areas of previous occupational segregation by gender.

For More Information

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